



U.S. DEPARTMENT OF
ENERGY

OFFICE OF
**ENVIRONMENTAL
MANAGEMENT**

SR Operations Acquisition Labor and Pension Landscape

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SR Ops currently has one Project Labor Agreement (PLA) with the Augusta Building & Construction Trades Council

- Full-time workers (6/30/2016): 375 - 425
- Establishes parameters for labor relations, management procedures, and craft workforce hiring and retention policies
- Assures represented workers that incoming contractors will be required to recognize the established agreement
- In place until 7/31/2018 (or contract completion); agreement with new contractor is targeted for the end of contract transition
- Building trades employees receive pension and benefit plans through the union

Labor Categories Represented by the Augusta, GA Building & Construction Trades Council:

- Asbestos/Insulators
- Boiler Makers
- Bricklayers/Cement Masons
- Carpenters/Millwrights
- Elevator Constructors
- Electrical Workers
- Ironworkers
- Laborers
- Operating Engineers
- Painters/Glaziers
- Roofers
- Sheet Metal Workers
- Teamsters
- Pipefitters/Plumbers
- Sprinkler Fitters

For construction work covered by the Davis-Bacon Act (DBA)

- Currently, site contractors and subcontractors who perform construction work are signatory to a PLA
- Collectively bargained agreement with the local Building and Construction Trades
- Construction workforce is obtained through the Building Trades
- Establishes wages, benefits, grievance procedures, and provides for the LW Labor Coordinator's Office
- Work classifications are determined via an electronic Labor Standards Review Board process with DOE

SR Ops management, professional and administrative employees (6/30/2016 total: ~3,500 FTEs)

- SR Ops employees fall under two retirement plans:
 - Grandfathered Employees
 - SRNS* Multiple Employer Pension Plan (MEPP) Defined Benefit (DB) pension plan - eligible employees are former contractor employees hired as of 7/31/2008.
 - SRNS Savings Investment Plan (SIP) Defined Contribution (DC)
 - New Hires since 7/1/2008
 - Enhanced SIP (not eligible for the MEPP)

**Benefit plans are co-sponsored by Savannah River Remediation LLC (SRR), LW Contractor.*

- **Pension plan is a multiple employer plan**
 - Each contractor with grandfathered employees should anticipate co-sponsoring the SRNS MEPP
 - Each co-sponsor is responsible for ensuring the IRS qualified status of their segment of the plan
 - Failure to qualify their segment will result in:
 - Failure of the *entire* plan
 - Costs to qualify your segment of the plan that may be unallowable costs to the contract

- **Other benefits**
 - Each contractor should anticipate continuing the current, industry comparable benefit plans (i.e. medical/drug, dental, vision, group life, Short-term Disability, Long Term Disability, Paid Time Off)
 - DOE intends to include Pension and Benefit H clauses in the draft RFP for industry input